

No.: /BC-PTSC-HDQT

*Ho Chi Minh City, May 29, 2025*

DRAFT

**REPORT  
OF THE BOARD OF DIRECTORS OF THE CORPORATION**

To: General Meeting of Shareholders  
PetroVietnam Technical Services Corporation

**A. IMPLEMENTATION OF TASKS IN 2024**

**I. Activities of the Board of Directors in 2024**

In 2024, the world situation developed positively with gradual recovery and improvement over previous forecasts, but this trend was unstable and faced many risks and uncertainties. Geopolitical tensions became increasingly fierce, possibly escalating to dangerous levels when conflicts at oil and gas centers in the world (Red Sea, Russia - Ukraine, and Gaza Strip) continued to drag on, causing the increase in prices of commodities, gasoline, input materials, transportation costs, etc., as well as disruption of the supply chain and increased production costs. Domestically, Vietnamese oil and gas industry faced a lot of challenges due to the transition toward renewable energy in most traditional service sectors in the domestic market, such as shipbuilding, port services, logistics, mechanical services, O&M of domestic oil and gas projects, etc., all of which faced many difficulties and suffered a significant decrease in work volume. PTSC had to endeavor to find new directions and markets to ensure the ongoing growth. By clearly identifying the challenges and difficulties, the Board of Directors (BOD) of the Corporation has developed an Action Program with consistent directions and specific and focused solutions with the following achievements.

**1. Results of implementing the tasks assigned by the General Meeting of Shareholders**

***1.1. Results of production and business activities:***

***Implementation of business targets in 2024:***

As of the end of 2024, the Corporation completed and exceeded all of targets assigned by GMS under Resolution No. 337/NQ-PTSC-DHDCD dated June 17, 2024 with total consolidated revenue of 24,986 billion VND, reaching 161% of the annual target in 2024, up by 14.9% YoY. Annual profit before tax in 2024 was 1,553 billion VND, reaching 181% of the annual target in 2024, up by 21.6% YoY.

***Consolidated results of the Corporation in 2024:***

No.	ITEM	Unit	Actual for 2023	Plan for 2024	Actual 2024	vs. Plan for 2024 (%)
1	Consolidated revenue	Billion VND	21,742	15,500	24,986	161.2%
2	Profit before tax	Billion VND	1,277	858	1,553	181.0%

No.	ITEM	Unit	Actual for 2023	Plan for 2024	Actual 2024	vs. Plan for 2024 (%)
3	Profit after tax	Billion VND	1,060	660	1,255	190.1%
4	Taxes and payables to State Budget	Billion VND	843	600	1,318	219.7%

***Results of the Parent Company in 2024:***

No.	ITEM	Unit	Actual for 2023	Plan for 2024	Actual for 2024	vs. Plan for 2024 (%)
1	Charter capital	Billion VND	4,780	4,780	4,780	100.0%
2	Revenue	Billion VND	11,334	7,000	13,236	189.1%
3	Profit before tax	Billion VND	1,287	660	1,672	253.3%
4	Profit after tax	Billion VND	1,123	465	1,455	312.8%
5	Average profit after tax/charter capital	%	23.50%	9.73%	30.43%	312.8%
6	Actual investment	Billion VND	416	1,823	627	34.4%
7	Taxes and payables to State Budget	Billion VND	513	330	626	189.7%

***1.2. Payment of dividends in 2023:***

Complying with the Resolution of the 2024 Annual General Meeting of Shareholders, on October 30, 2024, the Board of Directors issued Resolution No. 745/NQ-PTSC-HDQT and implemented the payment of 2023 dividend at rate of 7%/par value in cash (paid on December 17, 2024). The payment of dividends to Shareholders has been carried out promptly and in compliance with regulations.

***1.3. Results of implementing Resolution No. 50/NQ-PTSC-DHCD dated February 2, 2024 and Resolution No. 337/NQ-PTSC-DHCD dated June 17, 2024 of the General Meeting of Shareholders (GMS)***

- Completed the 2024 Financial Plan and exceeded key targets set out in the 2024 Business Plan assigned by GMS;

- The Corporation signed a contract on auditing the 2024 Financial Statements with PwC (Vietnam) Co., Ltd., in compliance with applicable regulations;

- Paid 2023 cash dividends to Shareholders, paid remuneration and operating expenses to members of BOD and Supervisors in compliance with regulations;

- Completed the plan on merger of PTSC G&S into the Corporation, and announced information on the establishment PTSC G&S Subsidiary – Branch of PTSC. The parent company has recorded the assets and liabilities of PTSC G&S at fair value as re-evaluated by the appraisal organization during the merger with the parent company in accordance with current regulations (which differs from the approval content of the General Meeting of Shareholders of the parent company in Resolution No. 337/NQ-PTSC-DHDCD dated June 17, 2024, which stated that the assets and liabilities of PTSC G&S should be recorded based on the book value of PTSC G&S).

In the event of changes to related regulations, the value of assets and liabilities will be recorded according to the relevant regulations applicable for the fiscal year 2025.

- The implementation of the Contract for design, procurement, construction and installation of the central engineering platform, housing platform and flare tower (EPCI#1) with Phu Quoc Petroleum Operating Company approved by GMS under Resolution No. 50/NQ-PTSC-DHCD is as follows.

- + As of the end of February 2025, 17.88% of EPCI#1 Project has been completed (up by 0.64% over the planned target);
- + The Project achieved the milestone of 1,537,773 safety hours (as of February 28, 2025) with no incident;
- + The joint venture of McDermott and PTSC continued carrying out the Project in accordance with provisions of the Contract, and updated and reported the progress at the annual meetings.

#### ***1.4. Direction, governance, and management***

- BOD operated in strict compliance with the Charter, the Law on Enterprises, and other legal regulations. It aligned its work with GMS resolutions, approved plans and actual circumstances, ensuring effective leadership of the Corporation.

- In 2024, BOD directly led the preparation and drafting of documents, and successfully organized the 2024 Annual and Extraordinary General Meetings of Shareholders of the Corporation, reviewed and approved the content and program for the Corporation's representatives at subsidiaries to vote for approval at their meetings of GMS, ensuring the rights and interests of the Corporation and its Shareholders in compliance with actual circumstances of the subsidiaries, orientations of the Corporation, and applicable regulations.

- To ensure that management practices of BOD complied with legal documents, regulations, changes, and requirements, as well as changes in business environment to improve the effectiveness and efficiency of management and operation at all levels at the Parent Company and subsidiaries, BOD led the review of internal governance document system of the Corporation, updated and identified new changes, developments, regulations, and requirements, made appropriate changes, and complied with applicable regulations.

- BOD successfully led the implementation of personnel organization practices of the Corporation to maintain the stability of the system, improve the effectiveness in directing and leading all aspects of operations in 2024, and issued the resolutions and decisions on personnel operations as follows.

+ Appointed 01 President & CEO and 01 Vice President of the Corporation; dismissed 01 President & CEO, 02 Vice Presidents of the Corporation; appointed 02 Heads of the Departments; and completed ongoing procedures related to members of BOD under its competence.

+ Carried out the mobilization and turnover of officers for election, appointment, and dismissal of the positions of Chairman, Board Members, and Directors at 09 subsidiaries (Petro Hotel, PTSC Marine, PTSC M&C, PVSb, POS, PTSC Phu My, PPS, PTSC Dinh Vu, PV Shipyard).

- BOD approved the issuance of resolutions, decisions, and documents related to the restructuring of the Corporation in compliance with strategic development orientations and practical production and business activities of the Corporation, including:

- + Project on restructuring the Corporation (Resolution No. 190/NQ-PTSC-HDQT dated April 3, 2024);
- + Digital Transformation Strategy of PTSC for 2024-2030 period with vision to 2035;
- + Establishment of PTSC Underground Construction and Survey Subsidiary.

- BOD directed and developed the Action Program to implement the tasks of the Corporation in 2024, disseminated them to all departments, officers, employees, and workers; resolutely and promptly implemented key tasks and solutions; accelerated the investment progress with focus on key areas in line with market demand, especially projects expected to be completed in 2024; promptly resolved the difficulties and obstacles faced by the Corporation and subsidiaries to mobilize all resources for production and business development.

- BOD fully provided and updated information on the Corporation's operations in compliance with provisions of the law on securities for listed organizations; led the support to organize the coordination with funds and investors with interest in the Corporation's shares; organized the reception and coordination with shareholders upon request to explain, clarify, and record their opinions to improve the quality of corporate management and ensure maximum interests for shareholders and stakeholders.

- BOD approved and carried out the 2024 Internal Audit Plan, coordinated the operations in person and online on important topics, projects, tasks, and issues that BOD regarded as necessary with authorized persons of the Corporation, subsidiaries, companies with capital contributions, and joint ventures, to promptly resolve issues under its competence, making sure that all activities of the Corporation complied with the laws and resolutions of GMS and BOD.

- Based on the approved investment plan, BOD closely monitored investment activities of projects at the Parent Company, consistently led the supervision of investment projects at the subsidiaries, and conducted investment-related tasks to ensure the compliance with applicable regulations. Estimated investment disbursement in 2024 of the Parent Company - PTSC was 627 billion VND, reaching 34.4% of the annual target. Though the investment in 2024 grew by 50.8% YoY, which was the most positive achievement in recent years, this failed to meet the planned target due to strong fluctuations in ship trading market, price increase, and limited vessel supply, causing obstacles in selecting and procuring suitable vessels. The Corporation will continue seeking appropriate solutions to overcome the difficulties, speed up the progress, and aim to complete the investment plan in the subsequent stages.

## **2. Summary of the meetings and decisions of the Board of Directors**

BOD held 05 meetings, carried out the 2024 Supervision Program of BOD over 03 subsidiaries, including PTSC M&C Company, PV Shipyard, and PTSC Thanh Hoa, and issued 77 opinion sheets (including 12 confidential ones); issued a total of 320 documents (including 39 confidential ones), including 140 resolutions and decisions (including 14 confidential ones) related to production and business issues, investment, human resource organization, personnel, planning, etc. The list of meetings, resolutions, and decisions of the Board of Directors as attached **Appendix 2** and the Report on corporate governance of the Company in 2024 have been announced.

Decisions of BOD were made in compliance with applicable regulations and actual business conditions, providing important directions that helped the Board of

Management in the governance, coordination, and facilitation of activities of the organizations and associations.

### **3. Activities of independent members of the Board of Directors**

Independent members and other members of BOD have actively discussed, raised their opinions for reviewing and deciding on matters under the Board's competence, ensure the compliance with applicable regulations; monitor and supervise the performance of and compliance with corporate management standards; supervise and evaluate risk management practices; approve and supervise the contracts and transactions with related parties as prescribed.

Independent members of BOD have evaluated the operations of BOD of the Corporation in 2024 as detailed in attached **Appendix 3**.

### **4. Remuneration, allowance, operating expenses and other benefits of the Board of Directors and each of its members**

Salary, remuneration, allowance, and operating expenses of BOD have been made in compliance with the Charter of the Corporation, resolutions of the 2024 Annual General Meeting of Shareholders, and applicable regulations. See attached **Appendix 4** for details.

### **5. Transactions with related persons**

In 2024, there was no transaction between the Corporation and enterprises in which members of the Board of Directors are founding members or corporate managers in the most recent 03 years from the transaction date.

In 2024, the Corporation had transactions with its subsidiaries, enterprises with 50% or more of charter capital controlled by the Corporation, members of BOD of the Corporation, and their related persons with details as in attached Appendix 6.

## **II. Results of supervision over the President & CEO and Board of Management in 2024**

BOD's supervision over President & CEO and the Board of Management has been conducted in compliance with the Internal Governance Regulations of the Corporation. The President & CEO, also a member of BOD, always ensure BOD's supervision over the management of the Corporation. At periodic meetings of BOD, the President & CEO has presented reports on activities of the Corporation, implementation of resolutions of GMS, resolutions and decisions of BOD, and specific topics as requested by BOD. Members of BD participated in monthly production and business meetings, and promptly updated the activities of the Corporation. The President & CEO and BOD have properly complied with provisions of laws, management levels set out in the Charter, Internal Governance Regulations of the Corporation, and resolutions of GMS and BOD.

BOD highly appreciated and acknowledged the efforts, union, and determination of the Management and Executives of the Corporation in the context of many difficulties and complex fluctuations in the macro economy and international market with significant impacts on many production and business sectors, especially for technical service firms such as PTSC. The President & CEO has directed, conducted flexible operations, promoted production and business activities, maintained domestic and industrial markets, and focused on optimizing the resources and



expanding the operations to non-industrial and international markets. Outstanding results in the management operations:

- Comply with the regulations, ensure the safety, protect the environment in all aspects of operations of the Corporation and its subsidiaries, and exceed the plans, targets, and tasks assigned by GMS. Completed the overall development strategy and component strategies to submit to BOD in compliance with the established schedule.

- Ensure the progress and maintain proper risk control in existing major offshore renewable energy projects; continue participating in the bid process for new projects to secure a sustainable workload in the future; properly maintain appropriate transformation orientation with initial achievements in completing the system, research and development as the basis for shaping new products and services.

- Promptly mobilize and concentrate high-level resources to implement Block B packages and projects in the field of traditional energy products and services (Oil & Gas), ensuring the progress, safety and quality of the projects.

- Manage, coordinate, and use the resources efficiently; effectively manage cash flows, vehicles and equipment that have received timely investments; conduct effective operations in domestic and foreign markets with high performance, job security, income and welfare for workers.

### **III. Results of activities of each member of the Board of Directors in 2024**

- Meetings of BOD were convened and conducted in compliance with the procedures prescribed in the Law on Enterprises, Charter, and Internal Governance Regulations of the Corporation with the attendance of the Board of Supervisors; meeting invitations, records, and documents were fully distributed to the members of BOD and BOS attending the meetings for reference and review in compliance with the regulations. Meeting contents covered all topics related to the Corporation's operations, complied with applicable regulations, and were actively discussed and fully and carefully evaluated by members of BOD to provide the best directions and solutions for the Corporation. Minutes of the meetings of BOD have been fully prepared and signed by the members of BOD attending the meetings in appropriate forms in compliance with the laws.

- Decisions of BOD at the meetings were made in compliance with provisions of law, Charter and Internal Governance Regulations of the Corporation, resolutions of GMS, and approved strategies and business plans.

- BOD fulfilled its functions, rights, and obligations in accordance with the provisions of the Law on Enterprises, Charter and Internal Governance Regulations, Regulations on activities of BOD, and other relevant regulations of the Corporation, and properly conducted the supervision over the operations of BOD. BOD worked with high sense of responsibility and transparency in the management of listed companies, properly fulfilled its role, proposed many solutions, and made correct and timely decisions. BOD also facilitated favorable conditions for independent members of BOD to fulfill their rights and obligations.

BOD properly completed its assigned duties with detailed results of each member as in attached **Appendix 5**.

### **B. PLAN ON ACTIVITIES OF THE BOARD OF DIRECTORS FOR 2025**

In 2025, the Plan on activities of BOD of the Corporation focuses on the following key tasks and solutions.

1. Continue the innovation and improvement of corporate governance performance, and strive with high determination to successfully and comprehensively implement the goals and tasks of the Production and Business Plan for 2025, the tasks of the 5-year Plan for 2021-2025 period, creating a solid foundation for sustainable development of the Corporation.

2. Focus on implementing management methods: Manage the fluctuations, value chains, ecosystems, digital platforms, etc.; strictly complied with the motto of "*renewing old motivations, adding new ones*" and be ready to change and transform the business models in compliance with energy transition trends, changes, fluctuations, and modern development.

3. Lead the planned completion of the development strategy of the Corporation to 2030 with vision to 2050 and ESG Strategy.

4. Continue restructuring PTSC in general in accordance with actual conditions to ensure its sustainable development towards the goal of removing intermediary levels, focusing on efficiency and adequate employees, jobs, and income, creating new motivation and energy to develop new products and services both domestically and internationally. Optimize the resources with focus on production and business performance and improvement of labor productivity.

5. Promote the research and investment in renewable energy projects (wind power, tidal power, etc.) in offshore areas and participate in the construction and implementation of appropriate renewable energy projects with existing competency and experience. Research and cooperate with potential investors to develop the supply chain for offshore wind power projects in Vietnam and the region; promote business development; develop domestic and foreign non-oil and gas markets; develop new products; increase the revenue; find more jobs and projects; manage the successful and effective performance of duties in compliance with applicable regulations; constantly improve the management system; create a solid foundation for business stability and development; and effectively carry out the cooperation and reputation and brand development.

6. Ensure proper implementation of legal practices, including but not limited to update, storage, communication, usage, training, and application. Based on these, make sure that all tasks and activities of the Corporation properly comply with applicable regulations; coordinate, handle, and properly carry out the inspections and investigations, audit, supervision, and control; properly maintain and resolve economic and civil disputes, complaints, claims, and conflicts (if any).

7. Properly conduct financial, accounting, payment, and debt collection activities to ensure a good, stable and healthy financial situation and capital and cash flow; effectively use capital resources and preserve and grow capital base of the Corporation.

8. Direct and supervise the implementation of projects, jobs, and activities that have been, are, and will be implemented to ensure absolute safety, environmental protection, occupational health and quality, progress, and efficiency of the projects and work at the highest level; then, successfully and effectively meet the targets, tasks, programs, plans and activities set out and approved in the 2025 Business Plan (Appendix 1).

9. Promote the implementation and application of the system and solutions, and continuously improve, upgrade, and enhance the qualifications and competitiveness.

10. Develop and improve, upgrade, and complete the risk management system for business activities and corporate risk management with focus on the leadership.

11. Properly comply with applicable regulations on the regimes, policies, care, compensation, reward, and discipline for the employees, rights and interests of Shareholders and Owners of the Corporation. Meanwhile, coordinate to carry out activities of associations, socio-political organizations, Trade Unions, Youth Unions, veteran associations, including commendation and promotion of organization performance.

12. Continue leading and making breakthroughs in science, technology, innovation, and digital transformation throughout the Corporation. Implement digital transformation and invest in ERP systems; upgrade and expand the effective exploitation of modern software, application, and information technology to production and business management and operations; continuously improve and promote the initiatives and inventions.

13. Strengthen the proper management of investment, only make an investment when it is proven to be effective, perform investment-related tasks to ensure the compliance with applicable regulations.

14. Inherit, maintain, promote, and develop the corporate culture of the Corporation and PetroVietnam; properly carry out social security tasks. Successfully and optimally perform other tasks, jobs, and activities that arise, or when assigned by GMS or superiors.

We hereby present the report of activities of the Board of Directors of 2024 and plan for 2025 above.

We respectfully look forward to the General Meeting of Shareholders for consideration and approval.

Sincerely./.

***Recipients:***

- As above;
- BOS, BOD, BOM;
- Website of the Corporation;
- Offices, Divisions;
- Save: Archives, Summary Board.

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**

***Attachments:***

- Appendix 1. Business targets in 2025.
- Appendix 2. List of meetings, resolutions, and decisions of the Board of Directors in 2024.
- Appendix 3. Report and evaluation of independent members of the Board of Directors.
- Appendix 4. Salary, remuneration, and allowance of the Board of Directors in 2024.
- Appendix 5. Evaluation of the results of activities of members of the Board of Directors in 2024.
- Appendix 6. Transactions between PTSC and related persons (organizations).



**APPENDIX 1.**  
**BUSINESS TARGETS IN 2025**

***1. Business plan of the Corporation (consolidated):***

<b>No.</b>	<b>ITEM</b>	<b>Unit</b>	<b>Budget 2025</b>
1	Consolidated revenue	Billion VND	22,500
2	Profit before tax	Billion VND	1,000
3	Profit after tax	Billion VND	780
4	Taxes and payables to State Budget	Billion VND	720

***2. Business plan of Parent Company - Corporation:***

<b>No.</b>	<b>ITEM</b>	<b>Unit</b>	<b>Budget 2025</b>
1	Charter capital	Billion VND	5,114
2	Revenue	Billion VND	11,000
3	Profit before tax	Billion VND	850
4	Profit after tax	Billion VND	680
5	Actual investment	Billion VND	2,509
6	Taxes and payables to State Budget	Billion VND	400

## APPENDIX 2.

### LIST OF MEETINGS, RESOLUTIONS, AND DECISIONS OF THE BOARD OF DIRECTORS IN 2024

#### I. SUMMARY OF MEMBERS' ATTENDENCE AT MEETINGS OF THE BOARD OF DIRECTORS IN 2024

No.	Member of BOD	Position	Start date	Meetings of the Board of Directors, opinion sheets	Reason
1.	Mr. Phan Thanh Tung	Chairman of BOD/Member of BOD	June 08, 2023 (re-elected the Chairman of BOD) May 29, 2023 (re-elected members of BOD) May 28, 2018 (elected the Chairman of BOD) May 25, 2018 (re-elected members of BOD) June 13, 2013 (initially elected members of BOD)	81/82	As the Representative of state capital contributed by Vietnam Oil and Gas Group (Group) in PTSC, he didn't participate in voting on 01 matter related to the Contracts and Transactions with Related Persons of the Group.
2.	Mr. Le Manh Cuong	Member of BOD	March 03, 2025 (dismissed the member of BOD) May 29, 2023 (re-elected members of BOD) May 28, 2018 (initially elected members of BOD)	81/82	Business travel.
3.	Mr. Nguyen Xuan Ngoc	Member of BOD	May 29, 2023 (re-elected members of BOD) May 25, 2018 (initially elected members of BOD)	82/82	
4.	Mr. Do Quoc Hoan	Member of BOD	April 28, 2021 (re-elected the member of BOD) November 08, 2016 (initially elected the member of BOD)	82/82	
5.	Mr. Tran Ngoc Chuong	Member of BOD	January 04, 2022	82/82	
6.	Mr. Hoang Xuan Quoc	Independent member of BOD	April 28, 2022	80/82	Business travel.
7.	Mr. Doan Minh Man	Independent member of BOD	May 29, 2023	81/82	Business travel.

## II. LIST OF RESOLUTIONS AND DECISIONS OF THE BOARD OF DIRECTORS IN 2024

No.	Resolution, Decision Number	Date of promulgation	Content	Approval rate
1.	06/NQ-PTSC-HĐQT	2024-01-04	Resolution on Approving the 2024 Business Production Plan of Vietnam Oil and Gas Technical Services Corporation	100%
2.	08/NQ-PTSC-HĐQT	2024-01-04	Resolution on Adjusting the 2023 Business Production and Salary Plan for the Parent Company - Vietnam Oil and Gas Technical Services Corporation	100%
3.	18/NQ-PTSC-HĐQT	2024-01-11	Resolution on Convening the Extraordinary General Meeting of Shareholders in 2024 of Vietnam Oil and Gas Technical Services Corporation	100%
4.	60/NQ-PTSC-HĐQT	2024-02-05	Resolution on Using the 2022 Management Board Bonus Fund of Vietnam Oil and Gas Technical Services Corporation	100%
5.	71/NQ-PTSC-HĐQT	2024-02-06	Resolution on Personnel Work	100%
6.	72/QĐ-PTSC-HĐQT	2024-02-06	Decision on Personnel Work	100%
7.	112/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of PTSC Underground Survey and Construction Services Company Limited	100%
8.	113/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of PTSC Marine Mechanical Services Company Limited	100%
9.	114/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of PTSC Petroleum Services Hotel Company Limited	100%
10.	115/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of PTSC Petroleum Exploitation Services Joint Stock Company	100%
11.	116/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of PTSC Offshore Petroleum Works Installation, Operation and Maintenance Services Joint Stock Company	100%
12.	117/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of PTSC Quang Ngai Petroleum Services Joint Stock Company	100%
13.	118/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of Phu My General Petroleum Services Port Joint Stock Company	100%
14.	119/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of PTSC Thanh Hoa Technical Services Joint Stock Company	100%
15.	120/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of PTSC Dinh Vu Petroleum Services Port Joint Stock Company	100%
16.	121/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of Vietnam Petroleum Security Protection Services Joint Stock Company	100%
17.	122/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of Sao Mai - Ben Dinh Petroleum Investment Joint Stock Company	100%
18.	123/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of PTSC Asia Pacific Pte. Ltd. Joint Venture Company	100%

No.	Resolution, Decision Number	Date of promulgation	Content	Approval rate
19.	124/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of PTSC South East Asia Pte. Ltd. Joint Venture Company	100%
20.	125/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of Malaysia Vietnam Offshore Terminal (L) Ltd. Joint Venture Company	100%
21.	126/NQ-PTSC-HĐQT	2024-03-01	Resolution on Approving the 2024 Business Production Plan of Vietnam Offshore Floating Terminal (R) Ltd. Joint Venture Company	100%
22.	141/NQ-PTSC-HĐQT	2024-03-14	Resolution on the Restructuring Plan of PTSC Underground Survey and Construction Services One Member Limited Company	100%
23.	163/NQ-PTSC-HĐQT	2024-03-27	Resolution on Approving Documents for the 2024 Annual General Meeting of Shareholders of Vietnam Petroleum Security Protection Services Joint Stock Company	100%
24.	164/NQ-PTSC-HĐQT	2024-03-27	Resolution on Issuing a new guarantee to replace the Advance Guarantee for the Long Phu 1 Thermal Power Plant Project	80%
25.	189/QĐ-PTSC-HĐQT	2024-04-02	Decision on Personnel Work	100%
26.	190/NQ-PTSC-HĐQT	2024-04-03	Resolution on the Scheme of the Corporation's Agency Structure	100%
27.	193/NQ-PTSC-HĐQT	2024-04-04	Resolution on the 2024 Annual General Meeting of Shareholders	100%
28.	194/NQ-PTSC-HĐQT	2024-04-04	Resolution on Changing the subject, transferring rights and obligations, and extending the Lease Contract for FPSO PTSC Lam Son	100%
29.	198/QĐ-PTSC-HĐQT	2024-04-09	Decision on Sending Staff on Foreign Business Trip	100%
30.	208/NQ-PTSC-HĐQT	2024-04-11	Resolution on Approving the Financial Management Regulations of CKHH Company	100%
31.	209/NQ-PTSC-HĐQT	2024-04-11	Resolution on Approving the Financial Management Regulations of KSDK Company	100%
32.	222/QĐ-PTSC-HĐQT	2024-04-19	Decision on sending staff on foreign business trip	100%
33.	232/NQ-PTSC-HĐQT	2024-04-23	Resolution on Personnel Work	100%
34.	235/NQ-PTSC-HĐQT	2024-04-24	Resolution on Approving the 2024 Internal Audit Plan	100%
35.	271/NQ-PTSC-HĐQT	2024-05-16	Resolution on Approving the Financial Management Regulations of Phu My General Petroleum Services Port Joint Stock Company	100%
36.	272/NQ-PTSC-HĐQT	2024-05-16	Resolution on Approving the Financial Management Regulations of PTSC Petroleum Exploitation Services Joint Stock Company	100%
37.	273/NQ-PTSC-HĐQT	2024-05-16	Resolution on Approving the Financial Management Regulations of PTSC Offshore Petroleum Structures Installation, Operation and Maintenance Services Joint Stock Company	100%
38.	274/NQ-PTSC-HĐQT	2024-05-16	Resolution on Approving the Financial Management Regulations of PTSC Quang Ngai Petroleum Services Joint Stock Company	100%
39.	275/NQ-PTSC-HĐQT	2024-05-16	Resolution on Approving the Financial Management Regulations of PTSC Thanh Hoa Technical Services Joint Stock Company	100%
40.	276/NQ-PTSC-HĐQT	2024-05-16	Resolution on Approving the Financial Management Regulations of Dinh Vu Petroleum Service Port Joint Stock Company	100%

No.	Resolution, Decision Number	Date of promulgation	Content	Approval rate
41.	277/NQ-PTSC-HĐQT	2024-05-16	Resolution on Approving the Financial Management Regulations of Vietnam Petroleum Security Services Joint Stock Company	100%
42.	278/NQ-PTSC-HĐQT	2024-05-16	Resolution on Approving the Financial Management Regulations of Sao Mai - Ben Dinh Petroleum Investment Joint Stock Company	100%
43.	280/NQ-PTSC-HĐQT	2024-05-17	Resolution on Convening the 2024 Annual General Meeting of Shareholders of Vietnam Petroleum Technical Services Corporation	100%
44.	293/NQ-PTSC-HĐQT	2024-05-24	Resolution on Assigning the right to decide on the use of short-term credit limits to issue guarantees, letters of credit, and implement the Contract for "Design, procurement, construction and installation of central processing platform, accommodation platform and flare tower" - Block B Gas Project	100%
45.	294/NQ-PTSC-HĐQT	2024-05-24	Resolution on Approving the Document Content of the 2024 Annual General Meeting of Shareholders of PTSC Quang Ngai Petroleum Services Joint Stock Company	100%
46.	295/NQ-PTSC-HĐQT	2024-05-24	Resolution on Approving the Document Content of the 2024 Annual General Meeting of Shareholders of Dinh Vu Petroleum Service Port Joint Stock Company	100%
47.	296/NQ-PTSC-HĐQT	2024-05-24	Resolution on Adjusting the 2024 Investment Plan of PTSC Thanh Hoa Technical Services Joint Stock Company	100%
48.	297/NQ-PTSC-HĐQT	2024-05-24	Resolution on Adjusting the 2024 Investment Plan of PTSC Petroleum Exploitation Services Joint Stock Company	100%
49.	298/NQ-PTSC-HĐQT	2024-05-24	Resolution on Adjusting the 2024 Investment Plan of PTSC Marine Engineering Services One Member Company Limited	100%
50.	310/NQ-PTSC-HĐQT	2024-05-29	Resolution on Approving the Document Content of the 2024 Annual General Meeting of Shareholders of Phu My General Petroleum Services Port Joint Stock Company	100%
51.	311/NQ-PTSC-HĐQT	2024-05-29	Resolution on Approving the Content of Documents for the 2024 Annual General Meeting of Shareholders of PTSC Thanh Hoa Technical Services Joint Stock Company	100%
52.	312/NQ-PTSC-HĐQT	2024-05-29	Resolution on Approving the Content of Documents for the 2024 Annual General Meeting of Shareholders of PTSC Petroleum Exploitation Services Joint Stock Company	100%
53.	313/NQ-PTSC-HĐQT	2024-05-29	Resolution on Approving the Audited 2023 Financial Statements of PTSC Marine Engineering Services One Member Limited Company	100%
54.	314/NQ-PTSC-HĐQT	2024-05-29	Resolution on Approving the Audited 2023 Financial Statements of PTSC Survey and Underground Works Services One Member Limited Company	100%
55.	315/NQ-PTSC-HĐQT	2024-05-29	Resolution on Approving the Audited 2023 Financial Statements of PTSC Petroleum Services Hotel Company Limited	100%
56.	328/NQ-PTSC-HĐQT	2024-06-10	Resolution on Assigning the Authority to Decide and Use Short-Term Credit Limits to Issue Letters of Credit and Letters of Guarantee for the SWEPC Project Implementation	100%
57.	331/NQ-PTSC-HĐQT	2024-06-12	Resolution on Approving the Content of Documents for the 2024 Annual General Meeting of Shareholders of PTSC Offshore Petroleum Works Installation, Operation and Maintenance	100%



No.	Resolution, Decision Number	Date of promulgation	Content	Approval rate
			Services Joint Stock Company	
58.	332/NQ-PTSC-HĐQT	2024-06-13	Resolution on Personnel Work	100%
59.	336/NQ-PTSC-HĐQT	2024-06-14	Resolution on Approving the Content and Documents to be submitted to the General Meeting of Shareholders at the 2024 Annual General Meeting of Shareholders of Vietnam Oil and Gas Technical Services Corporation	100%
60.	347/NQ-PTSC-HĐQT	2024-06-19	Resolution on Supplementing Business Lines of the Branch of Vietnam Oil and Gas Technical Services Corporation - Petroleum Services Port Company	100%
61.	351/NQ-PTSC-HĐQT	2024-06-21	Resolution on the Social Security Program for 2024 - 2025	100%
62.	354/NQ-PTSC-HĐQT	2024-06-24	Resolution on Personnel Work	100%
63.	355/QĐ-PTSC-HĐQT	2024-06-24	Decision on Personnel Work	100%
64.	356/QĐ-PTSC-HĐQT	2024-06-24	Decision on Personnel Work	100%
65.	364/NQ-PTSC-HĐQT	2024-06-26	Resolution on Approving the Content of Documents for the 2024 Annual General Meeting of Shareholders of Petroleum Drilling Rig Manufacturing Joint Stock Company	100%
66.	365/NQ-PTSC-HĐQT	2024-06-26	Resolution on Approving the Content of Documents for the 2024 Annual General Meeting of Shareholders of Dinh Vu Petroleum Services Port Joint Stock Company (supplement)	100%
67.	366/NQ-PTSC-HĐQT	2024-06-26	Resolution on Approving the Content of Documents for the 2024 Annual General Meeting of Shareholders of Sao Mai - Ben Dinh Petroleum Investment Joint Stock Company	100%
68.	386/QĐ-PTSC-HĐQT	2024-07-03	Decision on Approving and Promulgating the Risk Appetite Statement, Risk Tolerance Level, and Risk Metrics of Vietnam Oil and Gas Technical Services Corporation	100%
69.	411/QĐ-PTSC-HĐQT	2024-07-19	Decision on Sending Officials on Foreign Business Trip	100%
70.	436/NQ-PTSC-HĐQT	2024-07-25	Resolution on Personnel Work of Director of PV Shipyard	100%
71.	443/NQ-PTSC-HĐQT	2024-07-29	Resolution on Adjusting the 2024 Investment Plan of Phu My General Petroleum Services Port Joint Stock Company	100%
72.	444/NQ-PTSC-HĐQT	2024-07-29	Resolution on Adjusting the 2024 Investment Plan of PTSC Thanh Hoa Technical Services Joint Stock Company	100%
73.	445/NQ-PTSC-HĐQT	2024-07-29	Resolution on Adjusting the 2024 Investment Plan of PTSC Quang Ngai Petroleum Services Joint Stock Company	100%
74.	451/NQ-PTSC-HĐQT	2024-07-31	Resolution on Adjusting the Position Salary for Corporation Managers	100%
75.	479/QĐ-PTSC-HĐQT	2024-08-14	Decision on Sending Officials on Foreign Business Trip	100%
76.	489/QĐ-PTSC-HĐQT	2024-08-16	Decision on Approving the Adjustment of the Planning List for the Titles of Chairman and Director of PTSC Petroleum Services Hotel Company Limited until 2025	100%
77.	490/QĐ-PTSC-HĐQT	2024-08-16	Decision on Approving the Adjustment of the Planning List for the Titles of Chairman of the Board of Directors, Member of the Board of Directors, Director, Head of the Supervisory Board, and Supervisor of Dinh Vu Petroleum Services Port Joint Stock Company until 2025	100%

No.	Resolution, Decision Number	Date of promulgation	Content	Approval rate
78.	491/QD-PTSC-HĐQT	2024-08-16	Decision on Approving the Planning List for the Title of Director of the Corporation Branch - Da Nang Petroleum Services Company for the period of 2026-2031	100%
79.	492/QD-PTSC-HĐQT	2024-08-16	Decision on Approving the Planning List for the Title of Director of the Corporation Branch - Petroleum Services Port Company for the period of 2026 - 2031	100%
80.	493/QD-PTSC-HĐQT	2024-08-16	Decision on Approving the Planning List for the Title of Director of the Corporation Branch - Quang Binh General Petroleum Services Port for the period of 2026 - 2031	100%
81.	494/QD-PTSC-HĐQT	2024-08-16	Decision on Approving the Planning List for the Title of Director of the Corporation Branch - Petroleum Service Vessel Company for the period of 2026 - 2031	100%
82.	495/QD-PTSC-HĐQT	2024-08-16	Decision on Approving the Planning List for the Title of Director of the Corporation Branch - Long Phu Thermal Power Project Management Unit for the period of 2026 - 2031	100%
83.	496/QD-PTSC-HĐQT	2024-08-16	Decision on Approving the Planning List for the Titles of Chairman, Director, and Supervisor of PTSC Marine Engineering Services One Member Company Limited for the period of 2026 - 2031	100%
84.	497/QD-PTSC-HĐQT	2024-08-16	Decision on Approving the Planning List for the positions of Chairman of the Board of Directors, Member of the Board of Directors, Director, Head of the Supervisory Board, and Supervisor of Quang Ngai PTSC Petroleum Technical Services Joint Stock Company for the period 2026 - 2031	100%
85.	498/QD-PTSC-HĐQT	2024-08-16	Decision on Approving the Planning List for the positions of Chairman of the Board of Directors, Member of the Board of Directors, Director, Head of the Supervisory Board, and Supervisor of Sao Mai - Ben Dinh Petroleum Investment Joint Stock Company for the period 2026 - 2031	100%
86.	499/QD-PTSC-HĐQT	2024-08-16	Decision on Approving the Planning List for the positions of Chairman of the Board of Directors, Member of the Board of Directors, Director, Head of the Supervisory Board of Phu My General Petroleum Services Port Joint Stock Company for the period 2026 - 2031	100%
87.	500/QD-PTSC-HĐQT	2024-08-16	Decision on Approving the Planning List for the positions of Chairman of the Board of Directors, Member of the Board of Directors, Director, Head of the Supervisory Board of PTSC Thanh Hoa Technical Services Joint Stock Company for the period 2026 - 2031	100%
88.	501/QD-PTSC-HĐQT	2024-08-16	Decision on Approving the Planning List for the positions of Chairman of the Board of Directors, Member of the Board of Directors, Director, Head of the Supervisory Board, and Supervisor of Vietnam Petroleum Security Protection Services Joint Stock Company for the period 2026 - 2031	100%
89.	514/QD-PTSC-HĐQT	2024-08-26	Decision on sending staff on foreign business trip	100%
90.	522/NQ-PTSC-HĐQT	2024-08-27	Resolution on Approving the Debt Reduction Amount of Units under the PTSC Supplier Group for PTSC CGGV Geophysical Survey Company Limited	100%

No.	Resolution, Decision Number	Date of promulgation	Content	Approval rate
91.	527/QĐ-PTSC-HĐQT	2024-08-29	Decision on Amending the Charter of PTSC Marine Mechanical Services One Member Company Limited	100%
92.	600/NQ-PTSC-HĐQT	2024-09-11	Resolution on Using the 2023 Bonus Fund of the Management Board of Vietnam Oil and Gas Technical Services Corporation	100%
93.	603/QĐ-PTSC-HĐQT	2024-09-12	Decision on personnel work	100%
94.	612/QĐ-PTSC-HĐQT	2024-09-16	Decision on personnel work	100%
95.	631/QĐ-PTSC-HĐQT	2024-09-20	Decision on sending staff on foreign business trip	100%
96.	682/NQ-PTSC-HĐQT	2024-10-03	Resolution on Approving the Ceiling and Maximum Norms for Fuel and Lubricant Consumption of PTSC CRESCENT Vessel	100%
97.	708/QĐ-PTSC-HĐQT	2024-10-22	Decision on Approving the modification of the Planning List for the positions of Chairman of the Board of Directors, Member of the Board of Directors, Director, Head of the Supervisory Board of PTSC Petroleum Exploitation Services Joint Stock Company until 2025	100%
98.	709/QĐ-PTSC-HĐQT	2024-10-22	Decision on Approving the adjustment of the Planning List for the positions of Chairman of the Board of Directors, Member of the Board of Directors, Director, Head of the Supervisory Board of PTSC Thanh Hoa Technical Services Joint Stock Company until 2025	100%
99.	710/QĐ-PTSC-HĐQT	2024-10-22	Decision on Approving the Planning List for the positions of Chairman, Director of PTSC Underground Survey and Construction Services One Member Limited Liability Company for the period 2026 - 2031	100%
100.	711/QĐ-PTSC-HĐQT	2024-10-22	Decision on Approving the Planning List for the positions of Chairman, Director of PTSC Petroleum Hotel Limited Liability Company for the period 2026 - 2031	100%
101.	712/QĐ-PTSC-HĐQT	2024-10-22	Decision on Approving the Planning List for the positions of Member of the Board of Directors, Director, Head of the Supervisory Board of PTSC Petroleum Exploitation Services Joint Stock Company for the period 2026 - 2031	100%
102.	713/QĐ-PTSC-HĐQT	2024-10-22	Decision on Approving the Planning List for the positions of Chairman of the Board of Directors, Member of the Board of Directors, Director, Head of the Supervisory Board, Supervisor of Dinh Vu Petroleum Services Port Joint Stock Company for the period 2026 - 2031	100%
103.	723/NQ-PTSC-HĐQT	2024-10-24	Resolution on Supplementing the Business Lines of the Branch of Vietnam Oil and Gas Technical Services Corporation in the Middle East	100%
104.	745/NQ-PTSC-HĐQT	2024-10-30	Resolution on Payment of cash dividends for 2023	100%
105.	797/NQ-PTSC-HĐQT	2024-11-12	Resolution on Personnel Work	100%

No.	Resolution, Decision Number	Date of promulgation	Content	Approval rate
106.	798/QĐ-PTSC-HĐQT	2024-11-12	Decision on Personnel Work (Mr. Ta Duc Tien)	100%
107.	799/QĐ-PTSC-HĐQT	2024-11-12	Decision on Personnel Work (Mr. Le Chien Thang)	100%
108.	804/NQ-PTSC-HĐQT	2024-11-14	Resolution on Supplementing the Business Lines of Quang Ngai PTSC Petroleum Services Joint Stock Company	100%
109.	806/QĐ-PTSC-HĐQT	2024-11-14	Decision on Supplementing the Business Lines of PTSC Petroleum Hotel Limited Liability Company	100%
110.	817/QĐ-PTSC-HĐQT	2024-11-20	Decision on Sending Staff to Work Abroad	100%
111.	836/NQ-PTSC-HĐQT	2024-11-29	Resolution on Approving the planned Wage Fund for 2024 for Limited Liability Companies and Joint Stock Companies with controlling capital contribution of the Corporation	100%
112.	847/NQ-PTSC-HĐQT	2024-12-04	Resolution on Salary Ranking for the Deputy General Director of the Corporation	100%
113.	886/QĐ-PTSC-HĐQT	2024-12-06	Decision on Personnel Work	100%
114.	887/QĐ-PTSC-HĐQT	2024-12-06	Decision on Appointing General Director of the Corporation	100%
115.	888/QĐ-PTSC-HĐQT	2024-12-06	Decision on Changing the Legal Representative of the Corporation	100%
116.	918/NQ-PTSC-HĐQT	2024-12-20	Resolution on Adjusting the Production and Business Plan, Investment Plan for 2024 of PTSC Subsurface Survey and Construction Services Company Limited	100%
117.	919/NQ-PTSC-HĐQT	2024-12-20	Resolution on Adjusting the 2024 Production and Business Plan of PTSC Petroleum Exploitation Services Joint Stock Company	100%
118.	920/NQ-PTSC-HĐQT	2024-12-20	Resolution on Adjusting the 2024 Production and Business Plan of PTSC Offshore Petroleum Engineering Installation, Operation and Maintenance Services Joint Stock Company	100%
119.	920/NQ-PTSC-HĐQT	2024-12-20	Resolution on Adjusting the 2024 Investment Plan of Dinh Vu Petroleum Services Port Joint Stock Company	100%
120.	922/NQ-PTSC-HĐQT	2024-12-20	Resolution on the 2023 Profit Distribution Plan of PTSC Marine Mechanical Services Company Limited	100%
121.	923/NQ-PTSC-HĐQT	2024-12-20	Resolution on the 2023 Profit Distribution Plan of PTSC Subsurface Survey and Construction Services Company Limited	100%
122.	928/QĐ-PTSC-HĐQT	2024-12-24	Decision on Salary Ranking for the General Director of the Corporation	100%
123.	939/NQ-PTSC-HĐQT	2024-12-26	Resolution on Approving Documents for the 2024 Extraordinary General Meeting of Shareholders of Dinh Vu Petroleum Services Port Joint Stock Company	100%
124.	940/NQ-PTSC-HĐQT	2024-12-26	Resolution on Personnel Work	100%

<b>No.</b>	<b>Resolution, Decision Number</b>	<b>Date of promulgation</b>	<b>Content</b>	<b>Approval rate</b>
125.	942/NQ-PTSC-HĐQT	2024-12-27	Resolution on Organizing the Collection of Shareholders' Opinions in Writing	100%
126.	951/NQ-PTSC-HĐQT	2024-12-30	Resolution on approving the guarantee of obligations to perform the FSO Lac Da Vang supply contract under Lot 15-1/05, offshore Vietnam	100%



### **APPENDIX 3.**

## **EVALUATION REPORT OF THE INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS**

Independent members of BOD have evaluated the operations of BOD of the Corporation in 2024 with details as follows.

+ According to the Plan on activities of BOD, the tasks of BOD of the Corporation in 2024 focused on the Resolutions set forth by GMS and complied with the Charter and Internal Governance Regulations, Regulations on operations of the Board of Directors, standard governance practices of the Corporation, and applicable regulations;

+ Meetings of BOD were convened and carried out with specific schedules and careful preparation of documents in compliance with the rules and principles set out in the Internal Governance Regulations. Meeting content was carefully discussed, reviewed, and evaluated by the members of BOD to make the best directions and solutions for the Corporation;

+ All of members of BOD have high senses of responsibility, professionalism, and awareness of assigned duties in protecting legitimate rights and interests of the Corporation and performing their roles diligently;

+ BOD has directed and oriented effective and timely solutions to support the Board of Management in solving difficult tasks, fulfilling general production and business goals of the Corporation, and properly conducting the supervision and control to ensure the compliance with applicable laws and regulations;

+ BOD has assigned tasks to each member of BOD to monitor and take responsibilities for their subsidiaries and areas; directly monitored, supervised, and led the implementation of political tasks of production and business and periodically organized working programs with the subsidiaries and Heads of departments to support, direct, orient and resolve the difficulties and obstacles in production and business activities, works, and projects at the subsidiaries;

+ BOD has led and managed the Corporation to accomplish the planned targets for 2024, properly fulfilled its obligations to the State Budget, and provided high benefits to its shareholders and stable income to its employees;

+ BOD has properly performed its monitoring duties for the Board of Management, ensuring that activities of the Corporation were closely controlled to follow the development strategies and orientations of the Corporation, and decisions were timely made to respond to actual requirements. All transactions with related parties were carried out on the basis of objectivity, transparency, and no conflict of interest;

+ The Corporation and BOD always comply with the regulations on information disclosure and pay attention to the interests of shareholders, ensuring that shareholders are treated equally, have access to information in a complete, accurate, transparent manner, and are provided with the best conditions to exercise their rights; fulfill their commitments and complete the payment of dividends for 2023 within the prescribed time limit.

### **INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS**

**APPENDIX 4.**  
**SALARY, REMUNERATION, AND ALLOWANCE OF THE BOARD OF**  
**DIRECTORS IN 2024**

<b>No.</b>	<b>Full name</b>	<b>Position</b>	<b>Salary, remuneration, and allowance (pre-tax) (*) (VND)</b>
1	Phan Thanh Tung	Chairman of the Board of Directors	2,077,812,000
2	Le Manh Cuong	Member of BOD	2,143,872,000
3	Do Quoc Hoan	Member of BOD	1,691,068,000
4	Nguyen Xuan Ngoc	Member of BOD	1,728,741,000
5	Tran Ngoc Chuong	Member of BOD	1,654,001,000
6	Hoang Xuan Quoc	Independent member of BOD	180,000,000
7	Doan Minh Man	Independent member of BOD	180,000,000
	<b>Total (VND)</b>		<b>9,655,494,000</b>

(\*) The plan on salary, remuneration, and allowance of BOD in 2024 was approved by 2024 GMS for 7 members. Salary, remuneration, and allowance are paid to each Member based on their roles, tasks, and performance, as well as those of the Corporation throughout the year, which must be appropriate and comply with applicable regulations, and are reported to GMS at the 2025 Annual Meeting;

(\*\*) Bonus and other benefits of members of BOD are considered by BOD in collaboration with the President & CEO, who shall then decide specific bonus level for each individual based on annual performance assessment and classification by the competent authority.

## **APPENDIX 5.**

### **EVALUATION OF THE RESULTS OF ACTIVITIES OF MEMBERS OF THE BOARD OF DIRECTORS IN 2024**

Specific tasks are assigned to the members of BOD to ensure the democracy and collective intellectual strength; inspection and supervision are conducted, and the Board of Management is encouraged to implement the contents and resolutions of GMS, BOD, and superiors; discussions and opinion exchange are proactively carried out with respect to assigned fields, specifically as below.

❖ **Mr. Phan Thanh Tung** – Chairman of BOD

- Implement and comply with the rights and obligations of a member/President & CEO of BOD as stipulated in the Law on Enterprises, the Charter and the Internal Governance Regulations of the Corporation and other relevant regulations; successfully complete the tasks assigned by BOD in the areas of responsibility and supervise the activities of the assigned Departments and Units.

- Areas of responsibilities: Directly lead the development and implementation of medium- and long-term development orientations and strategies of the Corporation; directly lead the organization and personnel operations, union activities, and tasks related to socio-political organizations; issue and amend the general regulations, rules and policies of the Corporation; resolve complaints and denunciations against management executives of the Corporation.

- Supervise the activities of following units: Offices of the Corporation, Secretary Board, PTSC M&C.

❖ **Mr. Le Manh Cuong** - Member of BOD, President & CEO

- Implement and comply with the rights and obligations of a member of BOD as stipulated in the Law on Enterprises, the Charter and the Internal Governance Regulations of the Corporation and other relevant regulations (other than the rights and obligations of the President & CEO); successfully complete the tasks assigned by BOD in the areas of responsibility and supervise the activities of the assigned Units.

- Areas of responsibilities: Carry out the functions, duties, and powers of a member of BOD and President & CEO; take charge of production and business of the Corporation; take charge of oil and gas mechanical services, projects and works related to FSO, FPSO, MOPU, MOPSU floating storage, etc., O&M of oil and gas and industrial projects, business development, new services, trade, markets, customers, cooperation, joint venture, association, commercial guarantee, brand building and development, corporate culture, emulation, reward, and discipline tasks.

- Supervise the activities of following units: PPS, Joint Ventures, foreign subsidiaries of PTSC.

❖ **Mr. Nguyen Xuan Ngoc** - Member of BOD

- Implement and comply with the rights and obligations of a member of BOD as stipulated in the Law on Enterprises, the Charter and the Internal Governance Regulations of the Corporation and other relevant regulations; successfully complete the tasks assigned by BOD in the areas of responsibility and supervise the activities of the assigned Units.

- Areas of responsibilities: Services, projects, and works related to offshore oil and gas (offshore, other than those related to vessels, FSO, FPSO, MOPU, MOPSU, oil and gas mechanics that are assigned by other members of BOD); services, projects, and works related to ports, finance, financial investment, accounting and audit, assets, investment, bidding, purchase, insurance, and relevant inspection and supervision works; matters related to shareholders, stocks, securities, investors, savings, economical practices, anti-corruption; relations with the media, mass media, spokespersons, information disclosure, public relations, information channels, internal newsletters of the Corporation.

- Supervise the activities of following units: Internal audit of the Corporation, PTSC Phu My, PTSC Quang Ngai, PTSC Thanh Hoa, PTSC Supply Base, PTSC Da Nang.

❖ **Mr. Do Quoc Hoan** - Member of BOD

- Implement and comply with the rights and obligations of a member of BOD as stipulated in the Law on Enterprises, the Charter and the Internal Governance Regulations of the Corporation

and other relevant regulations; successfully complete the tasks assigned by BOD in the areas of responsibility and supervise the activities of the assigned Units.

- Areas of responsibilities: Services, projects, and works related to vessels, including service vessels, marine surveys using vessels, seismic, geological and underground construction surveys, ROVs, management systems, health, safety, quality environment, protection, oil and gas security and safety, security and order, national defense security, sea and island security, anti-terrorism, anti-piracy, emergency response, compliance with laws, compliance with applicable regulations, internal governance document system; instruction, review, and organization of necessary works, execution of related documents including opinion sheets, resolutions, etc., reports, works contracts, transactions with Vietnam Oil and Gas Group and related persons of Vietnam Oil and Gas Group in the assigned fields and activities

- Supervise the activities of following units: PTSC G&S, PTSC Labuan, PVSb, PetroHotel, PTSC Marine.

❖ **Mr. Tran Ngoc Chuong** - Member of BOD

- Implement and comply with the rights and obligations of a member of BOD as stipulated in the Law on Enterprises, the Charter and the Internal Governance Regulations of the Corporation and other relevant regulations; successfully complete the tasks assigned by BOD in the areas of responsibility and supervise the activities of the assigned Units.

- Areas of responsibilities: Services, projects, and works related to onshore practices; assist the Chairman of BOD in directing, managing, and speeding up the formulation and implementation the development strategy of the Corporation; restructure the entire Corporation; training, salary, remuneration, policies and regimes; other inspection and examination activities; management of Representatives at subsidiaries; social security work; instruction, review, and organization of necessary works, execution of related documents including opinion sheets, resolutions, etc., reports, works contracts, transactions with Vietnam Oil and Gas Group and related persons of Vietnam Oil and Gas Group in the assigned fields and activities other than those under the scope of responsibilities of Mr. Do Quoc Hoan, member of BOD as mentioned above.

- Supervise the activities of following units: POS, PVSecurity, PTSC Dinh Vu, PTSC HN, PTSC Quang Binh.

❖ **Mr. Hoang Xuan Quoc** - Independent member of BOD

- Implement and comply with the rights and obligations of an independent member of BOD as stipulated in the Law on Enterprises, the Charter and the Internal Governance Regulations of the Corporation and other relevant regulations; successfully complete the tasks assigned by BOD in the areas of responsibility and supervise the activities of the assigned Units.

- Areas of responsibilities: Carry out the functions, tasks and powers of an independent member in compliance with applicable regulations; services, projects, and works related to offshore renewable energy; research and development of science, technology, engineering, standards, digital transformation, initiatives, inventions and improvements of the Corporation; risk management.

- Support in supervising the activities of following units: PTSC M&C, PTSC G&S, POS.

❖ **Mr. Doan Minh Man** - Independent member of BOD

- Implement and comply with the rights and obligations of an independent member of BOD as stipulated in the Law on Enterprises, the Charter and the Internal Governance Regulations of the Corporation and other relevant regulations; successfully complete the tasks assigned by BOD in the areas of responsibility and supervise the activities of the assigned Units.

- Areas of responsibilities: Carry out the functions, tasks, and powers of an independent member in compliance with applicable regulations; support works related to finance, financial investment, accounting and audit; supervise the contracts with related persons.

- Support in supervising the activities of following units: Parent company - Corporation, Internal Audit Department of the Corporation, subsidiaries, and affiliates in the Southern region.